Faculty Success Council

August 26, 2022

2:00PM STEAM Center

In attendance: Kate Warner, Emily Rogers, Shá Wilfred, Sandie Delk, Catherine Bowers, Jenny Evans, Ryan Wander, Sandy Trowell, Katie Adams, Adam Wood, Lynn Crump, Jamie Landau, Bob Smith, Sheri Gravett

1. Welcome and introductions.
2. Kate briefly reviewed the spring Faculty Success Survey results, noting the repeated theme of faculty members’ interest in greater connection with other faculty.
3. Emily reported that the Faculty Suggestion Box is now launched and has had its first request, to add drop/add dates to the university academic calendar. Emily will pursue that option with the Registrar.
4. Kate explained the wording for the membership and schedule of proposed rotation of service on the FSC:

“The Faculty Success Council members serve two-year terms. The Council consists of faculty representatives from each of the colleges and the library, who are appointed by their Dean, and CELT Advisory Board members, who represent a college and the Library. In addition, there is a representative from the Council of Departments Heads, the Faculty Senate, and University Advising, who are selected by the units they represent. Finally, there are ex-officio members who are administrators and serve in areas that affect Faculty Success. The Chair or Co-Chairs are appointed by the Provost.  Members of the Faculty Success Council work to identify barriers to faculty success, find ways to remove those impediments, and support faculty as they inspire student success, as well as they act as liaisons between their academic units and the Faculty Success Council.”

FSC members approved this wording and rotation. Jamie noted that some past CELT Board members might need to be replaced on the FSC. It was suggested that the language for the membership and rotation be included on the FSC web site.

1. Kate proposed two task forces:
   1. From the 2018-2022 Academic Affairs Strategic Plan the goal of conducting a new faculty survey remains. This survey will investigate reactions and opinions of faculty with three or fewer years of service. Volunteers for the survey task force are Lynn, Adam, Jenny, Joe Culverhouse, and Kate.
   2. Jamie explained that, rather than a task force for faculty mentoring, she requests that FSC members considering participating in CELT’s faculty mentoring program, noting the difficulties she had recruiting volunteer mentors from existing faculty. “Micro-mentoring” was suggested as a possible alternative to full-scale mentoring, in which mentor pairs meet for smaller time commitments once they’ve established their connection. Ryan and Jenny described their experiences meeting mentors and the varying time commitments and ways to mentor that are available. Adam asked if this mentoring can count toward T&P for associate and full professors, and Catherine added that new faculty being mentored should receive credit for participation as well and that we should identify themes such as promotion, publishing, and community for mentoring. Sandie mentioned that peer cross-mentoring can also be important to both in a mentoring relationship. Sheri suggested that FSC members in the future can help with recruiting faculty mentors from among their colleagues, and Shá asked for talking points for this and suggested a Mentoring Brown Bag or Club as a way to get people involved. Ryan and Jenny also volunteered to speak to departmental meetings about the benefits of mentoring for new faculty and the variety of ways to mentor. Jamie will call for faculty mentors in April and will work on talking points that FSC members can use with departments to help recruit mentors.
2. **Next meeting: Friday, September 23 Location STEAM Center**
3. Adjourned: 2:59pm